

# 33<sup>rd</sup> ANNUAL DEPARTMENT OF DEFENSE



## DISABILITY AWARDS CEREMONY



**"We Are EQUAL to the Task"**

Pentagon Auditorium    October 9, 2013    3:00-4:30 p.m.







THE SECRETARY OF DEFENSE  
WASHINGTON

**Message from the Secretary of Defense**

As we begin National Disability Employment Awareness Month, I extend my greetings to all those gathered here for the 33<sup>rd</sup> Annual Department of Defense Disability Awards Ceremony. Today we honor the dedication, determination, and leadership of Service members and Department of Defense civilians with disabilities. To those we recognize today, we applaud you for your accomplishments, and we thank you and your families for your invaluable service.

In 2010, President Obama reaffirmed the Federal Government's obligation to be a model employer of individuals with disabilities. Our Department supports this effort in many ways, including our continual commitment to wounded warriors and our longstanding goal that people with targeted disabilities make up at least two percent of our civilian workforce.

The Defense Department has always relied on the abilities of all its personnel, in and out of uniform, to accomplish its mission. Integrating people with disabilities not only makes for a diverse and inclusive workforce; it also provides critical problem-solving abilities, skills, and perspectives that we wouldn't have otherwise. This ultimately makes us more effective at defending our Nation.

One of our greatest strengths, both as a military and as a Nation, is our diversity. We must challenge all personnel to take full advantage of the abilities and perspectives of others. We, as a Department, must keep striving to be a model workplace that welcomes the contributions of people with disabilities. Our Nation deserves nothing less.

Thank you.

A handwritten signature in blue ink, appearing to read "Ashton Carter", with a long horizontal line extending from the end of the signature.





# **33<sup>rd</sup> ANNUAL DEPARTMENT OF DEFENSE DISABILITY AWARDS CEREMONY**



*Tuesday, October 9, 2013 3:00 p.m. to 4:30 p.m.*  
*Pentagon Auditorium*

## **Presentation of the Colors**

*Joint Armed Forces Color Guard and  
United States Army Old Guard Fife and Drum Corps*

## **National Anthem**

*Vocalist*

**"The President's Own" United States Marine Band**  
**United States Marine Corps**

## **Invocation**

*Lieutenant Colonel C. Wayne Brittian*

**Chaplain**

**United States Army**

## **Presiding**

*Mr. Stephen M. King*

**Director of Disability Programs**

**Office of Diversity Management and Equal Opportunity**

## **Opening Remarks**

*Mrs. Jessica L. Wright*

**Acting Under Secretary of Defense for Personnel and Readiness**

**Department of Defense Disability Program Update**

*Mr. Clarence A. Johnson*

Director

Office of Diversity Management and Equal Opportunity

**Keynote Address**

*Dinah F. B. Cohen*

Computer/Electronic Accommodations Program (CAP)

Department of Defense

**Presentation of Individual and Component Awards**

*Mrs. Jessica L. Wright*

**Awards Narrator**

*Lieutenant Commander Cindi L. Palacios*

United States Navy

**Closing Remarks and Acknowledgements**

*Mr. Stephen M. King*

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**Reception to Follow**

## KEYNOTE SPEAKER



**Dinah F. B. Cohen**

**Director**

**Department of Defense**

**Computer/Electronic Accommodations Program (CAP)**

Dinah F. B. Cohen is the Director for the Department of Defense (DoD) Computer/Electronic Accommodations Program (CAP). Ms. Cohen works closely with senior leadership throughout the Federal sector to ensure employees, beneficiaries, and members of the public with disabilities have equal access to Federal services and employment. Ms. Cohen also initiated a program to provide assistive technology and accommodation support to wounded Service members to aid in their rehabilitation and recovery process.

Under Ms. Cohen's leadership, CAP received the Office of Personnel Management's 2008 President's Quality Award for Expanded E-Government. CAP has also received the 2006 Freedom to Compete Award from the Equal Employment Opportunity Commission. Additionally, in 2011 the CAP office received the Wounded Warrior Hiring and Support Award from the Navy. Ms. Cohen was the recipient of the 2009 Federal 100-Presidential Award for her role in management excellence. The Partnership for Public Service honored Ms. Cohen as the recipient of the 2007 Service to America Medal for her team's tremendous impact on employees with disabilities and wounded Service members.

Ms. Cohen is an international speaker on disability policy, reasonable accommodations, accessibility and information technology and its impact on employment of people with disabilities. She continues to serve on numerous interagency accessibility committees and conference groups.

Ms. Cohen is a Certified Rehabilitation Counselor. She received her Master of Science degree in Counseling Psychology with a concentration in rehabilitation counseling from the State University of New York. She also holds a BS in Social Science/Elementary Education from Russell Sage College in Troy, New York and received their 2008 Women of Influence Award.

# **2013 Secretary of Defense Awards to Outstanding Employees with Disabilities and Wounded, Ill, or Injured Service Members**

**In 1981, the Secretary of Defense inaugurated an award program to honor outstanding DoD employees with disabilities for their valuable contributions to national security. Since 2010, the ceremony has also recognized outstanding Service members with disabilities. The achievements of these employees and Service members, and their commitment to excellence, have contributed significantly to our ability to keep our Nation secure.**

**The award recipients honored here today have been selected by their organizations from among thousands of Defense employees and Service members worldwide. Secretary Hagel wants each one to receive special recognition. This year, awards will be presented to 21 employees and Service members with disabilities.**





## Louis W. Mason

*Civil Engineering Technician  
Department of the Army  
Vicksburg, Mississippi*

Mr. Mason has over 30 years of Federal service – three in uniform with the U.S. Army, the rest as a civilian employee of the U.S. Army Corps of Engineers. He currently works as a senior-level Civil Engineering Technician in the Airfields and Pavements Branch (APB) of the U.S. Army Engineer Research and Development Center (ERDC).

His hands-on approach and attention to detail helped him become the lead technician for accelerated and full-scale pavement test section construction, instrumentation, and traffic evaluations – a hallmark capability of APB for over 50 years.

Mr. Mason deployed three times in support of the Global War on Terror – twice to Iraq, where he was placed in charge of the most important airfield construction project in Iraq at that time. For his work in Iraq, he received the ERDC Commander's Award for Civilian Service in 2004, and the Department of the Army Superior Civilian Service Award in 2005.

In 2008, Mr. Mason deployed to Afghanistan, where he served on a Provisional Reconstruction Team providing engineering and construction expertise to military teams responsible for providing roads, schools, and other basic necessities. In July 2008, he was critically injured when his base came under rocket attack. Mr. Mason received the Secretary of Defense Medal for the Defense of Freedom in recognition of his sacrifice.

After seven months of intensive medical care and rehabilitation, he returned to the ERDC, where he currently leads a team of technicians in managing many office building and test site construction and reconstruction projects for the ERDC's Geotechnical and Structures Laboratory.

In 2009, the Army Engineer Association presented Mr. Mason the Silver de Fleury Medal, awarded for rendering outstanding and significant support or service to the U.S. Army Engineer Regiment.



# Iwaya Sheribiah Reese

*Administrative Support Assistant  
Department of the Army  
Joint Base Langley Eustis, Virginia*

Ms. Reese has over five years of Federal service, following over twenty years in the private sector and local government. She works as the sole Administrative Support Assistant for the Logistics Directorate, Office of the Deputy Chief of Staff for Personnel and Logistics at the U.S. Army Training and Doctrine Command (TRADOC).

She has been the cornerstone of administrative efficiency and excellence for her 17-person office, preparing and editing a wide range of documents, managing the daily schedules for three directorate supervisors, and handling the in-processing and out-processing of employees. She was selected to take on additional administrative duties, including the major responsibilities of the Defense Travel System, government travel card program, and timekeeper. She also served simultaneously as Administrative Support Assistant for the Command Diversity Office, which has no dedicated administrative support.



In addition, Ms. Reese serves with distinction in a collateral duty position as an Equal Employment Opportunity (EEO) Counselor, and has counseled and completed four complex and sometimes acrimonious EEO complaints. This has helped TRADOC to reduce EEO complaint processing timelines, while ensuring compliance with published directives.

Ms. Reese graduated on the Dean's List from Commonwealth College with an Associate Degree in Executive Office Administration. She is active in the local community, serving as a Commissioner of Hampton, Virginia's Citizens Unity Commission, whose goal is to promote racial and cultural harmony. She also served as a judge for the Joint Base Langley Eustis section of Operation Rising Star, Army Entertainment's premiere vocal competition showcasing the talent of Soldiers and their family members.



## Sergeant Dorian A. Leon

*Soldier Adaptive Reconditioning  
Program Coordinator  
United States Army  
Fort Sam Houston, Texas*

Sergeant (SGT) Leon has served in the U.S. Army for over six years. An infantryman by Military Occupational Specialty, he currently works as a Soldier Adaptive Reconditioning Program (SARP) Coordinator in the Warrior Transition Battalion (WTB) at the Brooke Army Medical Center (BAMC) at Fort Sam Houston, Texas. SGT Leon has been with his battalion for over three years – first as a Wounded Warrior, and currently as a staff member.

SGT Leon was assigned to the BAMC after spinal reconstruction surgery necessitated by injuries from an improvised explosive device while conducting operations in the Maiwand District of Afghanistan as part of Operation Enduring Freedom. After a Medical Evaluation Board review, SGT Leon was later approved for Continuation on Active Duty status.

As a SARP Coordinator, SGT Leon has developed and strengthened partnerships with the physical and occupational therapy sections, company command teams, and local athletic and non-profit organizations to encourage and improve participation in adaptive sports activities across the WTB footprint.

Active in sports including archery and sled hockey, he has often spearheaded the WTB's monthly competitive sporting events. SGT Leon's efforts contributed to the selection of six Soldiers from his battalion to the 50-Soldier Army team in the annual Warrior Games competition in Colorado. SGT Leon was a Warrior Games candidate himself, but had to withdraw due to a shoulder injury he received during a sled hockey tournament.

In February 2012, SGT Leon began working at the Camp Bullis training area, instructing students on the proper execution of Convoy Operations, After Action Reviews, and employing various weapons systems in combat scenarios.

SGT Leon has received numerous decorations and awards during his Army career, including the Purple Heart, the Army Commendation Medal (with one oak leaf cluster), the Army Good Conduct Medal, and the Combat Infantry Badge.







## Rose Dill

*Flight Test Engineer  
Department of the Navy  
Patuxent River, Maryland*

Following 14 years working in the private sector, Ms. Dill has been working in her current position at the Naval Air Warfare Center Aircraft Division for three years. Ms. Dill recently worked on the Radar Tracking Team of the test program for the E-2D Advanced Hawkeye, the newest variant of the Navy's carrier-based Airborne Early Warning and Command and Control aircraft.

Ms. Dill executed test events for Radar, Identification Friend or Foe (IFF), and Cooperative Engagement Capability (CEC). This testing involved extended travel for flight tests at off-site locations such as Point Mugu, California and Nellis Air Force Base. Her efforts were recognized by a letter of appreciation from Air Test and Evaluation Squadron Two Zero (VX-20), and by a "Can-Do" award from Naval Air Systems Command's E-2/C-2 Program Office.



She was a member of the "VX-20 Test Team of the Quarter" for E-2D Developmental Testing conducted at Point Mugu. Ms. Dill was specifically recognized for achievements such as the first live CEC network test with an underway ship, conducting CEC tracking of maneuvering targets over land in an extremely high interference environment, and conducting air intercepts for the first time using the E-2D's new functionality which allows the co-pilot to act as a tactical fourth operator on the five-person crew. Her efforts helped the E-2D successfully transition from the developmental test phase to operational testing.

Ms. Dill also worked with the Naval Air Warfare Center Aircraft Division's Cost Analysis Department, providing cost reports and supporting engine sustainment business case analysis.

Ms. Dill is a graduate of the University of Maryland University College with a Bachelor of Science degree in computer studies.



## Staff Sergeant Zavian L. Simpson

*Advanced Aircraft Electrical  
Systems Technician SNCOIC  
United States Marine Corps  
Marine Corps Air Station  
Cherry Point, North Carolina*

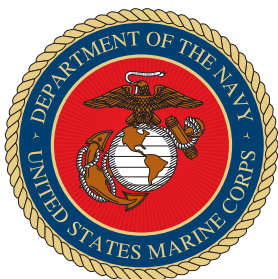
Staff Sergeant (SSgt) Simpson has served in the U.S. Marine Corps for over 14 years. Originally trained in the Military Occupational Specialty (MOS) of Aircraft Electrical/Instrument Flight Control Systems Technician, then-Corporal Simpson conducted a lateral move to the TOW Gunner MOS in 2003.

In January 2004, he was promoted to the rank of Sergeant and deployed with 2nd Battalion 3rd Marines to Afghanistan in support of Operation Enduring Freedom. On September 30, 2005, while serving as a convoy commander, he received a serious wound from an improvised explosive device that ultimately led to the loss of his right leg below the knee.

After his rehabilitation at Walter Reed Army Medical Center, SSgt Simpson requested to remain on active duty in Permanent Limited Duty (PLD) status. He was approved for Expanded PLD, reenlistment, and his original MOS.

SSgt Simpson currently serves as the Advanced Aircraft Electrical Systems Technician Staff Non-commissioned Officer in Charge (SNCOIC) at the Center for Naval Aviation Technical Training Marine Unit, where he is charged with overseeing seven Advanced Aircraft Electrical Systems Instructors and ensuring the preservation of up-to-date qualifications. He has overseen the training of 36 Intermediate Technicians. He also works diligently to make certain that the course curriculum is held to the highest of standards allowing the Marine Corps and Navy Fleet to receive highly qualified technicians. In addition, SSgt Simpson is his command's voting assistance officer, charged with ensuring 100% accountability to the Marine Corps Federal Voting Assistance Program.

SSgt Simpson has received decorations and awards including the Purple Heart and the Combat Action Ribbon. He was awarded the Gung Ho Award while he attended the Staff NCO Academy Career Course at Quantico, Virginia.





## John R. Henry

*Deputy Commander, Operations Flight  
Department of The Air Force  
Lajes Field, Azores, Portugal*

Mr. Henry has amassed over 33 years of Federal service, including over 22 years in uniform with the U.S. Air Force, where he reached the rank of Senior Master Sergeant and received awards including the Air Force Meritorious Service Medal (with two devices) and the Air Force Commendation Medal (with four devices). He has spent a further 11 years as a civilian employee of the Department of the Air Force, currently as the Operations Flight Deputy Commander for the 65th Civil Engineer Squadron.



Mr. Henry displayed outstanding leadership as Acting Flight Commander for his squadron over a seven month period. Overseeing the 65th Air Base Wing's facility maintenance element, Mr. Henry was responsible for critical emergency repairs to the Air Force's second largest fuel depot. He also was in charge of improvements that conserved resources and reduced the wing's energy footprint, cementing Lajes Field as U.S. Air Forces in Europe (USAFE)'s leader in energy conservation for the fifth consecutive year.

Mr. Henry's problem-solving abilities were instrumental in addressing three critical facilities concerns. He erected a vehicle denial system that incorporates local lava rocks, carefully blending the security system into the environment while protecting the wing headquarters from potential terrorist attacks. He also led a team responsible for bringing online the Combat Arms Training and Maintenance facility, which enables the wing to support overseas operations by providing firing qualifications for deploying personnel. Finally, Mr. Henry directed operations before, during, and after Tropical Storm Sandy and Hurricane Nadine, protecting military housing families, restoring electrical power to facilities, and clearing 260 tons of debris.

His hard work and proven leadership made the 65th Civil Engineer Squadron runner-up for USAFE's 2012 Small Civil Engineering Unit of the Year, and helped the 65th Air Base Wing earn the Air Force Outstanding Unit Award for exceptionally meritorious service from October 1, 2010 to June 15, 2012.





## Raymond D. Jenks

*Flight Chief, Instructional Technology Unit  
Department of the Air Force  
Joint Base San Antonio-Lackland, Texas*

With over 18 years of service with the Department of the Air Force, Mr. Jenks is currently Flight Chief for the Instructional Technology Unit (ITU) of the 37th Training Support Squadron. His expertise in computer and web-based training has enhanced technical training efforts throughout the Air Force while simultaneously achieving significant cost reductions.

Mr. Jenks developed the first, and only, secure online testing program in the Air Force's Air Education and Training Command. It ensures that tests can be taken "anytime, anywhere," and with zero risk of compromise. In addition, his process eliminates costs and other issues associated with paper or disk exams, certified mail, worldwide mailing, storage of test materials, and scoring mistakes. The process was benchmarked across services, recommended for use by higher headquarters, and recognized as an Air Force Best Practice. In one squadron, it is used in 13 courses for over 4,000 students at a cost savings of over \$28,000 annually in certified mail costs alone.



Internal training programs initiated by Mr. Jenks have also resulted in increased efficiency at a reduced cost. His in-house on-the-job training for new ITU members reduced non-productive time for newly assigned personnel from 12 to 4 weeks, while also saving \$1,800 per team member in initial training costs.

Mr. Jenks graduated cum laude from Wright State University with a Bachelor of Science degree in Mathematics and Secondary Education. An avid automobile enthusiast, he travels around the country attending various auto racing and car show functions, and participates in local charity car shows to help raise funds for worthwhile organizations.



## Robert E. Vickers

*Resource Advisor  
Department of the Air Force  
Eglin Air Force Base, Florida*

Mr. Vickers has worked as a civilian with the Department of the Air Force for over two years, following 14 years in uniform with the Marine Corps, the National Guard, and the Air Force.

After serving for four years in the U.S. Marine Corps, Mr. Vickers became a civilian employee of Lockheed Martin, but also joined the 204th Engineer Battalion of the New York Army National Guard. On September 11, 2001, only three days after he visited the World Trade Center with his church group, Mr. Vickers and his Guard unit were called to active duty. Mr. Vickers was one of the first responders at Ground Zero in New York, and was assigned as Entry Controller for all vehicle and foot traffic entering and leaving the site. In 2002, Mr. Vickers re-enlisted for active duty service, this time with the U.S. Air Force, as a Security Forces Airman. He was medically retired in 2010, but now continues to work with the Security Forces as Resource Advisor for the 96th Security Forces Squadron.



Mr. Vickers is currently responsible for tracking all financial actions and obtaining all appropriate resources for his 500-person unit, the most-deployed unit in Air Force Materiel Command. During Fiscal Year 2012, Mr. Vickers not only flawlessly committed 99.96% of his squadron's Operations and Management budget, he was also key in finding uncommitted funds throughout the 96th Test Wing that were absolutely vital to the squadron's completion of its mission in both stateside and deployed locations.

Mr. Vickers is active with the nonprofit Wounded Warrior Project (WWP), and also founded his own nonprofit charity, the Emerald Coast Wounded Warriors, which provides support and assistance to over 100 local warriors and their caregivers.



# Senior Master Sergeant Joel A. McDonald

*Plans and Resources Branch Chief  
National Guard Bureau  
Fort Smith, Arkansas*

Senior Master Sergeant (SMSgt) McDonald has 20 years of military service, including two years with the U.S. Air Force and 18 with the Arkansas Air National Guard. He currently serves as the Plans and Resources Branch Chief for the 188th Communications Flight at Ebbing Air National Guard Base, Fort Smith, Arkansas.



SMSgt McDonald is responsible for the management and oversight of information assurance, plans and implementations, knowledge operations, and resource management for the 188th Fighter Wing. He supervised the Network Control Center team and the Information Assurance team during Air Force Unit Compliance Inspections, where both teams were recognized as Superior Performers by the Air Force Inspection Agency in 2009 with zero discrepancies.

He has also deployed as a medic for the 48th Rescue Squadron - to Al Jabar, Kuwait, where he was assigned as Noncommissioned Officer in Charge (NCO-IC) of the Joint Service Medical Clinic, and to Balad Air Base, Iraq, where he was acting First Sergeant and Camp Liaison between his unit, the U.S. Army Camp Commandant, and the U.S. Navy Seabees.

SMSgt McDonald has received numerous decorations and awards during his military career, including the Meritorious Service Medal, the Air Force Commendation Medal (with two oak leaf clusters), and the Air Force Achievement Medal (with two oak leaf clusters). He has Associate's degrees in Information Systems Technology and Public Health Technology from the Community College of the Air Force.





## Peter Brown

*Purchasing Agent  
Department of Defense  
Office of Inspector General  
Alexandria, Virginia*



Mr. Brown has over 11 years of experience with the Department of Defense Office of Inspector General (DoD OIG). As a procurement technician, he provides agency-wide Government Purchase Card (GPC) support for the Office of Assistant Inspector General for Administration and Management, Administration and Logistics Services Directorate, Acquisition Division.

Mr. Brown provides the DoD OIG with outstanding purchasing support for essential mission requirements, helping the organization meet numerous critical mission needs. For example, he used the Advance Purchase GPC (up to \$25,000 per transaction) to obtain specialized deployment equipment in support of the Defense Criminal Investigation Service's worldwide investigative mission.

He is also a catalyst for changes and improvements, involved in every facet of the DoD OIG's operations. For example, he has developed and improved requirement guidelines, streamlined request functions and revamped purchasing procedures, leading to clear and comprehensive guidance for all customers. In particular, his initiative of streamlining the ordering process with automated forms led to a 15% reduction in customers' ordering time.

Mr. Brown received a Bachelor of Arts degree in business administration from Thiel College in Greenville, Pennsylvania, and a Master of Business Administration degree in finance from the University of Pittsburgh. He has received numerous agency awards, including a Certificate of Achievement for Administration and Management Team of the Year, three Civilian Performance Awards, and the Administration and Management Civilian of the Quarter Award.

In his spare time, Mr. Brown works with the Northern Virginia chapter of the Old Dominion Council of the Blind and Visually Impaired, coordinating with activities administered by the American Council of the Blind.



# Tony Garcia

**Custodial Worker**  
**Army & Air Force Exchange Service**  
**Fort Knox, Kentucky**

Mr. Garcia has been working at the Fort Knox Main Exchange custodial team for over five years, during which he has demonstrated an outstanding commitment to customer service. At first, Mr. Garcia was assigned only small work tasks that could be accomplished in a short time. His supervisors, however, quickly realized that he was capable of taking on additional responsibilities, and eager to do so. Mr. Garcia's area of responsibilities grew from the store lobby, then to the sales floor area, and finally including all of the restrooms as well.



Mr. Garcia also assists with carrying merchandise in and out of the store, and is always ready to pitch in and help Exchange associates with tasks beyond the specific duties of his job. An excellent observer, Mr. Garcia has often picked up new skills without specifically being trained in them. For example, on a day when one of his co-workers was on leave for the day, Mr. Garcia began cleaning with the floor machine ordinarily operated by the co-worker. When his supervisors checked his work, Tony had done everything properly, including the addition of the correct amount of oil to the floor machine.

Customer service is another of Mr. Garcia's strengths. He knows customers by their names and by their vehicles, and brings motorized shopping carts out to regular customers with disabilities as he sees them arrive. He also is able to help customers in other ways, such as in one recent example where he was observed helping an elderly couple shop for a microwave oven, capably answering their questions and assisting them with their purchase. The couple now always asks for Mr. Garcia when they come in to shop.

Away from work, Mr. Garcia enjoys sports, particularly basketball, bowling, and softball, and has participated in the Special Olympics since he was five years old.



## James R. Given

*Quality Assurance Evaluator  
Defense Commissary Agency  
Hurlburt Field, Florida*

Mr. Given has worked for the Hurlburt Field Commissary for over 24 years. As the store's Quality Assurance Evaluator, Mr. Given is responsible for enforcing compliance by commercial activity contractors and monitoring vendor stockers.

Mr. Given's thorough record-keeping, strict adherence to contractor compliance, and expert ability to identify, report, and resolve vendor stocking and other issues have contributed to the smooth operation of the commissary's contracted functions. A trained loss prevention expert, he also serves as the commissary's security manager after hours. Mr. Given's able efforts and passion for his work enable Hurlburt Field Commissary to be a reliable and trustworthy steward of government property and taxpayer funds.



Working closely with commercial activity contractors, Mr. Given is a role model for many of them, including those employed by Brevard Achievement Center (BAC), a National Industries for the Severely Handicapped contractor. Colleagues are inspired to excel in their own jobs when they see Mr. Given perform his own duties in an exemplary manner, without concern for limits or barriers.

Mr. Given has also been the owner and operator of a successful lawn care and landscaping business since 1990. In addition, he is a gifted vocalist who sings in a barbershop quartet, gospel group, and in his church choir. Mr. Given's barbershop group often sings for special needs children, senior citizens groups, hospital patients, and others in need of uplifting entertainment. His group has also sung during special events at Hurlburt Commissary.



# Katherine L. Connolly

*Senior Auditor  
Defense Contract Audit Agency  
Denver, Colorado*

With over nine years of service at the Defense Contract Audit Agency (DCAA), Ms. Connolly works as a Senior Auditor at the Denver Branch Office, Ball Aerospace Suboffice. Due to her comprehensive knowledge of the Federal contracting environment and outstanding mastery of quantitative methods and techniques such as regression analysis and improvement curves, she is primarily assigned as lead auditor on the most difficult and complex contract audit assignments.



In 2006, Ms. Connolly received a Special Act Award for superior accomplishment on a significant contractor pricing action. The detail of her analysis was exceptional and her time devoted to completing the assignment by the contracting officer's due date, all while simultaneously working through negotiations on another assignment, taking required training, auditing another proposal, and working other tasks, was outstanding.

At the Denver Branch Office, Ms. Connolly has made significant progress on a backlog of Cost Accounting Standard disclosure statement assignments, even while assisting on a major forward pricing rate audit. Making progress on the back-log of disclosure statement assignments is a significant undertaking requiring a comprehensive approach. Ms. Connolly's analysis of the past fieldwork and assessment on the work yet to be completed has already yielded significant progress. The audit approach considers prioritizing the audit of the most sensitive areas of the contractor's complex and unique accounting structure.

Ms. Connolly received a Master's Degree in Accounting from Fairleigh Dickinson University. She has received numerous individual cash awards and time off awards from DCAA, and outstanding performance awards each year from 2008 through 2012.





## Charles D. Van Buren

*Transportation Officer  
Defense Contract Management Agency  
Syracuse, New York*

Mr. Van Buren has worked for the Defense Contract Management Agency (DCMA) for over 22 years. As the Transportation Officer for the DCMA Operations Directorate, Transportation Group (Syracuse), Mr. Van Buren is responsible for providing transportation support to seven DCMA Contract Management Offices and over 900 contractors in Central and Upstate New York and Northern New England, as well as 21 major military programs.

Mr. Van Buren serves as both technical lead and transportation subject matter expert at DCMA Syracuse. His support includes providing shipping, export and Customs documents to DoD contractors, assuring freight is transported with proper protective services promptly and economically, lending technical assistance to DoD and contractor personnel on time-sensitive, high-visibility transportation issues, paying carriers, and certifying transportation funding with the Defense Finance Accounting Service.



During the past year, Mr. Van Buren was instrumental in support of a Naval Sea Systems Command (NAVSEA) contract review, ensuring that NAVSEA's contract requirements and contract language were in sync. At issue was the absence of contract line items in a Navy Nuclear Program Basic Ordering Agreement, as well as traceability of legal authority to ship from subcontractors. Mr. Van Buren helped outline a method for capturing contract line items to be shipped and recommended use of the DCMA's Shipping Instructions Request application as a method for linking subcontractor-originating shipments to the prime contract. Mr. Van Buren's actions ensured that Navy Nuclear programs would ship without any delays caused by insufficient contract data.

In his personal time, Mr. Van Buren has served as Assistant Football Coach (Defensive Line Coach and Assistant Defensive Coordinator) at Fulton High School in Fulton, New York, for almost 20 years.



# Jeffrey Mittman

*Communications Specialist  
Defense Finance and Accounting Service  
Indianapolis, Indiana*

Mr. Mittman is currently in his second year with the Defense Finance and Accounting Service (DFAS), following over 21 years of service in the U.S. Army. While serving in Iraq, Mr. Mittman's team came under attack and he was severely injured by an improvised explosive device. Mr. Mittman was medically retired from the Army at the rank of Master Sergeant. Over the course of his Army career, he received numerous decorations and awards, including the Bronze Star (with two oak leaf clusters), the Purple Heart, and the Army Meritorious Service Medal.



As a Communications Specialist for DFAS, Mr. Mittman has led communications and developed training on key programs including audit readiness, the protection of Personally Identifiable Information, the Hire a Hero program, and the DFAS Careers for Americans with Disabilities initiative.

Mr. Mittman's messaging efforts have had particularly positive impacts on the hiring of veterans and individuals with disabilities. During the past two years, DFAS has hired over 1,000 new employees, including over 400 veterans and more than 130 veterans with a 30% or greater disability rating. Mr. Mittman also drafted numerous communications in support of DFAS' targeted-disability hiring initiative, including one message that went out to all DFAS employees. DFAS now employs more than 230 individuals with targeted (or severe) disabilities. In both number of employees and percentage of the workforce, targeted disability participation at DFAS has increased during Fiscal Year 2013. DFAS is currently the only appropriated fund DoD Component meeting DoD's longstanding two percent participation goal for individuals with targeted disabilities.

Mr. Mittman received a Master of Arts degree in Executive Development for Public Service from Ball State University, and is currently pursuing a Master of Business Administration degree from Ball State.



## Andre P. Cilliers

*Intelligence Analyst  
Defense Intelligence Agency  
Washington, District of Columbia*

Mr. Cilliers has 11 years of Federal service. Before his work at the Defense Intelligence Agency (DIA), he spent over eight years in uniform with the U.S. Army, finishing at the rank of Sergeant First Class. Over the course of his Army career, he received numerous decorations and awards, including the Bronze Star (with oak leaf cluster), the Purple Heart, and the Army Meritorious Service Medal.

While on deployment with a Joint Special Operations Task Force (JSOTF) operating in Afghanistan, Mr. Cilliers was quickly recognized by his deployed supervisors as the top analyst within their structure. The JSOTF selected Mr. Cilliers by name to forward deploy in direct support of the operational unit responsible for targeting the Tehrik-e Taliban Pakistan (TTP) terrorist network and denying TTP safe haven in Afghanistan.

Despite TTP having had very few intelligence collection assets previously dedicated to it, Mr. Cilliers provided “outside the box” analysis and problem solving that quickly resulted in increased counter-terrorism pressure on key TTP terrorists. In one specific instance, his analytical support led to the successful targeting of one of the most senior TTP commanders ever killed in Eastern Afghanistan. Even after his departure, U.S. forces continued to rely on his foundational analysis to provide unprecedented opportunities against TTP elements.

Much of Mr. Cilliers’ work following his deployment has involved fruitful collaboration with DIA’s Intelligence Community partners, including the National Counterterrorism Center and the National Security Agency (NSA), against networks facilitating terrorist operations in Afghanistan.

Mr. Cilliers is currently on a critical rotation at NSA, serving as the NSA focal point for support to forward-deployed task force elements. His commitment and dedication provides critical time-sensitive intelligence support to fleeting high-priority targeting opportunities against senior al-Qaida commanders.





## Justin R. Drawbaugh

*Information Technology Specialist  
Defense Logistics Agency  
New Cumberland, Pennsylvania*

Mr. Drawbaugh has over eight years of experience with the Defense Logistics Agency (DLA). He began his tenure with DLA as a participant in the Workforce Recruitment Program for College Students and Recent Graduates with Disabilities (WRP), and he has continued to participate in the WRP as a recruiter.

Mr. Drawbaugh is a valuable member of DLA's Information Operations development team. He is the technical subject matter expert on the Java Automated Manifest System (JAMS), a critical part of DLA's Distribution Standard System (DSS). JAMS is a client software application that interfaces with web service applications on remote systems in order to gather data and create radio frequency (RF) tags. The RF tags are then applied to DLA shipments for tracking and other transportation functions. Mr. Drawbaugh is responsible for designing, developing, and testing enhancements to JAMS. In addition, he provided valuable input to the team (part of a separate organization) responsible for building the installation package for JAMS – a challenging task which required Mr. Drawbaugh's intimate knowledge of the JAMS application to succeed.



In addition, Mr. Drawbaugh is the local site coordinator for compliance with Section 508 of the Rehabilitation Act of 1973. Section 508 requires that all electronic and information technology developed by the Federal government be accessible to individuals with disabilities. As Section 508 coordinator, Mr. Drawbaugh is responsible for reviewing application web pages for accessibility deficiencies that must be corrected, and for recommending corrective actions with other team members.

Mr. Drawbaugh is a graduate of the Rochester Institute of Technology (RIT) with a Bachelor of Science degree in Information Technology. He has also served as a recruiter for DLA at the National Technical Institute for the Deaf at RIT, and, on his own time, acts as a mentor for deaf and hard of hearing students in the Dallastown, Pennsylvania area.





## Darin P. Alhanati

*Program Manager  
Defense Threat Reduction Agency  
Fort Belvoir, Virginia*



Mr. Alhanati has amassed over 27 years of Federal service, including over 19 years in uniform with the U.S. Navy, where he achieved the rank of Petty Officer First Class. As a Quartermaster, he provided operations support for Explosive Ordnance Disposal Teams. He received awards including the Navy and Marine Corps Commendation Medal, the Navy and Marine Corps Achievement Medal, and the Navy Expeditionary Medal. After his medical retirement from the Navy, he has spent a further eight years as a civilian employee of the Defense Threat Reduction Agency (DTRA), currently as a Program Manager for the Governmental and Public Affairs Office.

Mr. Alhanati fills an essential role for DTRA in helping to administer, manage, and oversee the agency's Strategic Engagement Program. Among other duties, he directly assists in communicating DTRA's requirements, capabilities, and performance related to its core mission as DoD's official Combat Support Agency for countering weapons of mass destruction.

On a daily basis, Mr. Alhanati is responsible for the critical enabling tasks that often go unsung, yet absolutely underpin efficient and effective mission performance by every single member of the Governmental and Public Affairs Office team. He ensures that tasks such as daily internal office accountability, task assignments and deadlines, budget demands, timekeeping, personnel management, and security procedures are performed and accomplished properly and according to legal and regulatory requirements.

Mr. Alhanati is currently pursuing a business degree from the University of Phoenix. An avid sports enthusiast before being diagnosed with Parkinson's disease, he continues to play volleyball, racquetball, golf and wallyball.



# Abiola Haroun

## Editor

*Department of Defense Education Activity  
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Ms. Haroun began working for the Department of Defense Education Activity (DoDEA) in June 2012, as an intern with the Workforce Recruitment Program for College Students and Recent Graduates with Disabilities (WRP). Despite only being at DoDEA for a short time, she has already made a significant impact.

After demonstrating outstanding performance and professionalism in her WRP position, Ms. Haroun was selected to serve temporarily as DoDEA Editor until the vacancy in that position could be filled. Her value to the organization was quickly realized, and Ms. Haroun permanently assumed the position of DoDEA Editor in March 2013.



Ms. Haroun is currently responsible for reviewing and editing all DoDEA correspondence intended for DoDEA's senior leaders, both internal and external to the agency. She ensures not only that all correspondence is grammatically correct and adheres to the required format, but ensures that the information is presented in a clear and concise manner. In addition, she has an especially strong ability to review correspondence from the perspective of the intended reader, anticipating questions or difficulty the reader might have with the material. She also approaches her task with an attitude of collegiality and supportiveness, providing feedback in a positive and very non-threatening way.

Ms. Haroun has a Bachelor of Arts degree in chemistry and biology from Gallaudet University, and a Master of Fine Arts degree in creative writing from the University of Baltimore. She is currently pursuing a Ph.D. in English from Morgan State University.

Outside her employment, Ms. Haroun is a writer, poet, and book designer, with published works in *Deaf American Prose: 1980-2010*.



## Monica R. Boney

*EEO / Diversity Management Specialist  
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Saint Louis, Missouri*

Ms. Boney has over 28 years of Federal service, including 20 years in uniform with the U.S. Army, from which she retired at the rank of Sergeant Major. With the National Geospatial-Intelligence Agency (NGA), she works as a diversity consultant and advisor in the Office of Diversity Management and Equal Employment Opportunity Diversity Outreach and Training Center at NGA Campus West in Saint Louis, Missouri.

As part of NGA's outreach and training sessions, Ms. Boney works with different organizations to identify and address barriers, share insights, and support NGA's core mission as a Combat Support Agency and member of the Intelligence Community (IC).



From June to December 2012, Ms. Boney supported that mission when she deployed to Bagram Airfield in Afghanistan. There, she served as the IC logistics supervisor, overseeing the movement of all IC personnel and equipment in, out, and through the country. Ms. Boney led a 26-person team consisting of asset managers, armorers, transporters, warehouse managers, and billeting managers. She was also responsible for coordinating the NGA Director's movements when she visited Afghanistan. As a mediator, trainer, and counselor, she was able to draw on her diversity and EEO experience to help bond the Bagram team together and motivate them to work effectively.

Ms. Boney holds a Master's degree in human resource management from Webster University. She has earned numerous agency awards, including the Global War on Terrorism Award, the Commander's Award for Exceptional Meritorious Service for Operation Enduring Freedom, and the NGA Joint Meritorious Unit Award. In her spare time, she has taken sign language courses at a nearby university, in order to enhance her ability to communicate and connect with all members of the NGA workforce.

## Ms. B

*Multi-Disciplined Language Analyst  
National Security Agency  
Fort Meade, Maryland*

“Ms. B,” whose name cannot be disclosed for security reasons, has 30 years of Federal service, including 17 years with the Department of Defense. A uniquely gifted linguist, she is fluent in four languages, and has provided critical intelligence on a host of global issues and crisis situations.

Ms. B was responsible for providing intelligence related to American interests worldwide to high-level policymakers. She took the initiative in developing leads that provided reflections of international political activity in regions of supreme interest to the United States. Through her efforts, policymakers received intelligence that gave them the decisive edge on issues critical to American success in Afghanistan.

Ms. B also provided actionable intelligence on several overseas hostage situations involving U.S. and Allied citizens. Her work resulted in the finding and release of a U.S. citizen held hostage overseas, due to her isolating unique intelligence on the situation that would otherwise not have been passed to U.S. authorities.

Protection of U.S. citizens overseas was again evident in her intelligence support to the Vice President of the United States’ Secret Service Executive Protection team during a 2011 trip, enabling the Vice President’s entourage to avoid potential dangers.

Ms. B is an active member of her element’s Disabled Employees Resource Group. She has become a trusted consultant on making analytic tools accessible for employees, and on recommending potential improvements.

Ms. B has a Bachelor of Arts degree in music. She has received numerous awards and recognition from her agency, including the Special Achievement Award, the Director’s Team Excellence Award, and the Joint Meritorious Unit Award.





# 2013 Secretary of Defense Awards for Achievements in Employment of Individuals with Disabilities

Four Department of Defense (DoD) Components are being honored for their outstanding achievements in the employment of individuals with disabilities. This is the fourth year that DoD Components in the Intelligence Community have competed among themselves for this recognition.

In 1987, the Secretary of Defense established a DoD-wide goal to increase participation rate of individuals with targeted disabilities to 2% of our civilian workforce. The goal recognizes the need to bring the DoD-wide level of employment of individuals with targeted disabilities close to the availability of individuals with disabilities who are workforce age and able to work.

Although Component efforts to achieve 2% participation remain as important as ever, the criteria for the awards cover a wider variety of factors – each essential to increasing the hiring, retention, and advancement of individuals with disabilities. Specifically, there is now greater focus on utilizing the Schedule A hiring authority, hiring veterans, hiring students and recent graduates from the Workforce Recruitment Program for College Students and recent Graduates with Disabilities (WRP) using Component funds, and conducting workforce resurveys on the Office of Personnel Management (OPM) Standard Form 256, Self Identification of Disability.

More than ever before, the Department of Defense is committed to becoming a model employer of individuals with disabilities. Perhaps more than any other federal agency, we have the opportunity to bring to bear a range of expertise and resources to break down barriers and assure equal opportunity for everyone who has the desire to work.



## **BEST MILITARY DEPARTMENT**

PRESENTED TO THE

### **DEPARTMENT OF THE AIR FORCE**

ERIC FANNING

ACTING SECRETARY OF THE AIR FORCE



## **BEST MID-SIZED COMPONENT**

PRESENTED TO THE

### **DEFENSE LOGISTICS AGENCY**

VICE ADMIRAL MARK D. HARTNITCHEK

DIRECTOR, DEFENSE LOGISTICS AGENCY



## **BEST SMALL-SIZED COMPONENT**

PRESENTED TO THE

### **DEFENSE SECURITY SERVICE**

STANLEY L. SIMS

DIRECTOR, DEFENSE SECURITY SERVICE



## **BEST INTELLIGENCE COMPONENT**

PRESENTED TO THE

### **NATIONAL GEOSPATIAL- INTELLIGENCE AGENCY**

LETITIA A. LONG

DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY

# Disability Initiatives of the Office of Diversity Management & Equal Opportunity (ODMEO)



## Workforce Recruitment Program (WRP)



The Workforce Recruitment Program (WRP), co-sponsored by the Department of Defense's (DoD) Office of Diversity Management & Equal Opportunity (ODMEO) in collaboration with the Department of Labor's Office of Disability Employment Policy, provides summer and permanent employment opportunities to college students and recent graduates with disabilities. DoD is committed to increasing participation in this program, which has been recognized by the U.S. Office of Personnel Management (OPM) as a model strategy to attract youth with disabilities to federal service.

The 2014 database, which will be available to federal employers in early December, is expected to contain approximately 3,000 talented individuals with disabilities seeking federal employment opportunities. For the first time in the program's history, all of the participants in the WRP will be eligible to be hired non-competitively via the Schedule A hiring authority. Competition for the best candidates will be fierce! Fortunately, through support from ODMEO, DoD Components have access to central funding to facilitate hiring. To learn more, email [ability@osd.mil](mailto:ability@osd.mil).

## DoD WRP Electronic Mentoring Program

The DoD WRP Electronic Mentoring (e-Mentoring) Program offers career development in an electronic environment by bringing together leaders throughout the Department with talented individuals with disabilities who have been employed by DoD through the WRP. The e-Mentoring Program establishes a relationship that assists students to refine career plans and encourages serious consideration of a career in DoD.

Do your part developing DoD workforce of tomorrow by becoming a mentor today. Although DoD professionals from all fields are welcome to participate, we have a critical need for mentors science and technology backgrounds. To learn more, email [ability@osd.mil](mailto:ability@osd.mil).

## Student Training and Academic Recruitment

The DoD Student Training and Academic Recruitment (STAR) Program is an innovative approach to market and promote the Department of Defense as a civilian employer of choice full-time on college and university campuses by addressing DoD's recruitment needs through student peer-to-peer interaction. Coordinated in collaboration with the Defense Civilian Personnel Advisory Services (DCPAS), ODMEO currently supports an on-campus student recruiter at the National Technical Institute for the Deaf/Rochester Institute of Technology (NTID/RIT) and will soon provide additional funding to expand the program to Wright State University.

## Comprehensive Disability Program Management Training

In partnership with U.S. Equal Employment Opportunity Commission (EEOC), ODMEO developed a comprehensive training course for Disability Program Managers (DPMs) in 2009. Today, ODMEO continues our partnership with the EEOC to ensure DPMs across the federal sector have the tools they need to be effective. With the support from the Defense Equal Opportunity Management Institute (DEOMI), DPMs, HR and EEO Professionals, and hiring managers within the Department of Defense now have access to the Disability Program Management course each quarter. To learn more, visit [www.deomi.org](http://www.deomi.org).

## Outreach: Specialized Training, Component Support, and Communication

As part of our outreach efforts, ODMEO provides customized training for DoD Components on DoD's implementation of Executive Order 13548, "Increasing Federal Employment of Individuals with Disabilities", the WRP, emergency evacuation planning for individuals with disabilities, facility accessibility, and a variety of related topics. Additionally, ODMEO is available to support your efforts to promote National Disability Employment Awareness Month (NDEAM).

To increase communication and to ensure ODMEO is providing the support Components need to advance disability initiatives throughout the Department, DoD's Director of Disability Programs now holds quarterly meetings with Component DPMs. We are confident that this ODMEO initiative has produced results and will ultimately serve as a best practice throughout the federal sector.

**To learn more about ODMEO, visit us at:**

[diversity.defense.gov](http://diversity.defense.gov)





# Defense Equal Opportunity Management Institute

## History & Mission

The Defense Equal Opportunity Management Institute (DEOMI) was founded in 1971 as the Defense Race Relations Institute in response to the civil rights movement of the 1960's. Today, DEOMI offers Equal Opportunity/Equal Employment Opportunity education and training for military active duty and reservists as well as civilians in both resident and non-resident courses. DEOMI's mission is to enhance readiness from development through delivery of world-class human relations education, training, and innovative solutions for its customers.

## Training Methodologies

DEOMI uses a variety of educational techniques with an emphasis on experiential learning. Topics are presented during interactive auditorium lectures and then reinforced and expanded upon during facilitated small group exercises and discussions based on the adult experiential learning model. Experiential learning involves several teaching methods. The selection and use of methods in any given part of a course are carefully adapted to the subject material and the educational objectives of the instruction. For course information, visit [www.deomi.org](http://www.deomi.org).

## Mobile Training Teams

DEOMI provides Equal Opportunity (EO) and Equal Employment Opportunity (EEO) training outside the Institute through its Mobile Training Teams. These teams of professionals are designed to serve the specialized needs of requesting agencies by providing targeted training to participants via courses, seminars and workshops.



There are basic EO and EEO foundational courses available; however, DEOMI can completely customize any presentation based on requirements and time constraints.

## DEOMI Research & Consultation

DEOMI is a Center of Excellence with a primary mission of enhancing mission readiness at all levels of the Department of Defense. DEOMI advises policy makers; provides consultation to decision-makers and leaders; develops and delivers the highest quality training and education; leads the scientific field in both theoretical and applied research to benefit the community at large, and significantly adds to the body of scientific knowledge; and makes available through knowledge management and collaborative endeavors the most recent discoveries, applications, and historical information; and provides a forum and environment within which the world's experts may collaborate in order to form new ideas and visions for the future. DEOMI—the global choice for effective human relations education, training and research consultation services.

## READINESS Is DEOMI's Guiding Principle

**Respect** - for the infinite dignity and worth of all individuals

**Excellence** - in education, training, and research

**Awareness** - of the issues, successes, and strategies in human relations

**Diversity** - an understanding that our strengths derive from our differences as well as our shared values, goals and ethics

**Innovation** - of processes, technology, and designs to enhance our mission

**Nation** - which we have sworn to defend and endeavor to improve

**Exchange** - of ideas in the spirit of academic freedom and professional responsibility

**Selfless service** - a priority to the higher ideals of equality and fairness

**Support** - a commitment to quality processes for our customers and our organization

[www.deomi.org](http://www.deomi.org)



# The Computer/Electronic Accommodations Program (CAP) Executive Summary for Fiscal Year 2013



The Computer/Electronic Accommodations Program (CAP) a program in the Defense Human Resources Activity (DHRA) was established as the centrally funded Department of Defense (DoD) program that provides assistive technology (AT) to allow DoD and federal employees with disabilities to access electronic and information technology. CAP received authorization in Fiscal Year 2001 to operate as the centrally funded program to accommodate federal employees with disabilities and since then has partnered with 68 federal agencies. CAP's mission is to ensure that people with disabilities and wounded, injured and ill Service members have equal access to the information environment and opportunities in the DoD and throughout the Federal government.



## Providing Accommodations

This year has been another year of transition for CAP. We began FY13 transitioning from the TRICARE Management Activity to DHRA. Since CAP's inception, 127,730 requests for accommodations have been filled. In FY13, CAP filled 10,033 accommodations; 2,325 for DOD employees, 3,112 for federal partners, and 4,596 for wounded Service members.

Towards the end of FY13, CAP found itself in a unique position to be able to provide agency accommodations to Public Access Centers (PAC). These accommodations are provided to program offices that are accessed by the general public including the National Park Service. In FY13, CAP was able to provide 223 PAC requests to federal agencies.



## CAP Technology Evaluation Center (CAPTEC)

In FY13, CAPTEC served 2,152 customers; 976 DOD employees, 1,024 federal agency employees and 152 from non-governmental organizations.

In March, CAPTEC hosted an Innovation Day entitled "Dispersing the Myths: Reasonable Accommodation Under the Rehabilitation Act." Guest speaker, Jo Linda Johnson of the

Equal Employment Opportunity Commission, educated attendees on their responsibilities in providing reasonable accommodations to their employees. The event was recorded to ensure the information is available to a wider audience. It can be found on CAP's YouTube Channel at

[www.youtube.com/thedodcap](http://www.youtube.com/thedodcap).

CAPTEC also provided tours to the Under Secretary of Defense for Personnel and Readiness, The Honorable Jessica Wright. Members from the Job Accommodation Network (JAN) also visited to discuss ways to improve our continued partnership and view available technology.

## Training and Outreach

During FY13, CAP continued to educate federal managers and employees on disability issues. CAP staff participated in 81 presentations, conferences, webinars and exhibits throughout the year.



Shortly after releasing the CAP Mobile App for Apple devices, CAP started working on developing a version for Android devices. Released during FY13, the CAP Mobile App allows customers to browse accommodation solutions, learn about events that may be taking place in their area and hosts a wide array of CAP's videos and testimonials which have been viewed over 25,000 times on CAP's YouTube Channel. The CAP Mobile App is now available on Google Play and the Apple App Store.

After moving to DHRA, CAP began to redesign and consolidate its outreach materials. The newly designed CAP Information Flip Book provides a detailed view of CAP services and available tools. This year, CAP also worked on providing training opportunities to employees at a distance. CAP released three online trainings; *Increasing Federal Employment of People with Disabilities*, *Providing Reasonable Accommodation Solutions* and *Providing Reasonable Accommodations for People with Dexterity Disabilities*. Over 1,000 individuals have participated in our online trainings and have been provided certificates of completion.

### **CAP Partnership Series**

On June 20, 2013, CAP hosted the first CAP Partnership Series: DoD Roundtable where CAP invited DoD representatives with reasonable accommodation and assistive technology responsibilities. Attendees discussed accommodation trends and needs to help better position CAP to support DoD employers and employees in FY14. Individuals from 14 agencies submitted pre-Roundtable questionnaires to help focus the discussion and 15 representatives attended the actual Roundtable.



### **CAP Responsive Web Design**

In FY13 CAP released a responsive version of its website [www.cap.mil](http://www.cap.mil). The newly released site is designed to be easy to navigate and read on a wide range of devices – desktop computer monitors, laptops, tablets and mobile phones. For CAP customers, this means easier access to information about news, events and accommodation solutions.

### **New Assistive Technology Videos**

This year CAP introduced three new assistive technology videos. The latest videos demonstrate how memory queuing devices and software can assist individuals with cognitive limitations and how adjustable work stations and alternative keyboard and pointing devices can assist individuals with dexterity limitations. The high definition videos are fully accessible.



### **Accommodations for Wounded Service Members**

CAP actively supports wounded Service members during their recovery and rehabilitation. In FY13, CAP provided 4,596 accommodations to Service members. CAP staff participated in 18 Service member conferences and in-service trainings and continued to work closely with representatives at 53 MTFs in the United States and Europe.

CAP continues to collaborate with the *Defense Civilian Personnel Advisory Service* and participated in *Hiring Heroes Career Fairs* across the country.



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